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Pioneering PSU Integrated Cluster Structure Sketching Out Ideas Nov. 18 and Dec. 2

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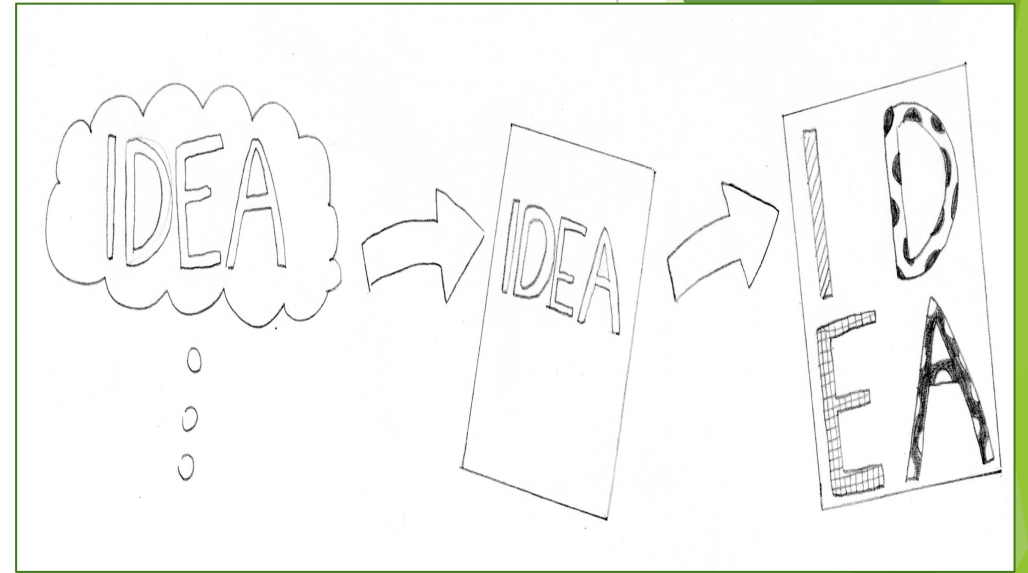
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Pioneering PSU Integrated Cluster Structure Sketching Out Ideas

Nov.18 and Dec.2



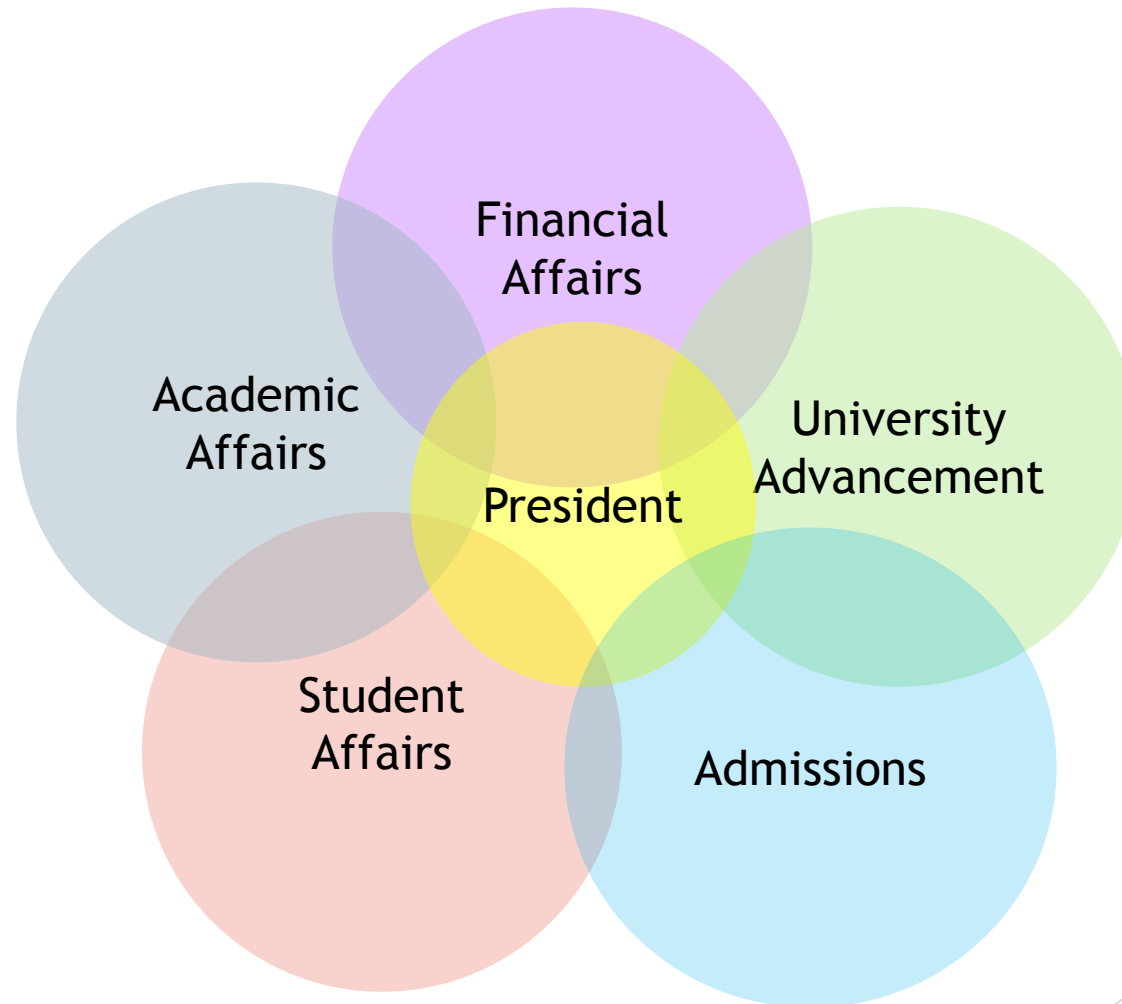
FORUM GOALS

- ▶ Review current thinking regarding administrative structure for Integrated Clusters
- ▶ Provide opportunity for Feedback, Small group discussion, and consideration of Next Steps

Goals for restructuring Academic Affairs

- ▶ Build collaboration into the organizational structure
- ▶ Free time and resources for faculty and students to engage in research, service learning and creative production
- ▶ Support more direct decision-making
- ▶ Streamline processes to more efficiently support faculty, discipline, and high impact student learning needs.
- ▶ Enrich Discipline/Program integrity while facilitating multidisciplinary, interdisciplinary and inter-professional collaborations

First Steps Summer 2016: PSU Organizational Relationships: Integrated and Interconnected

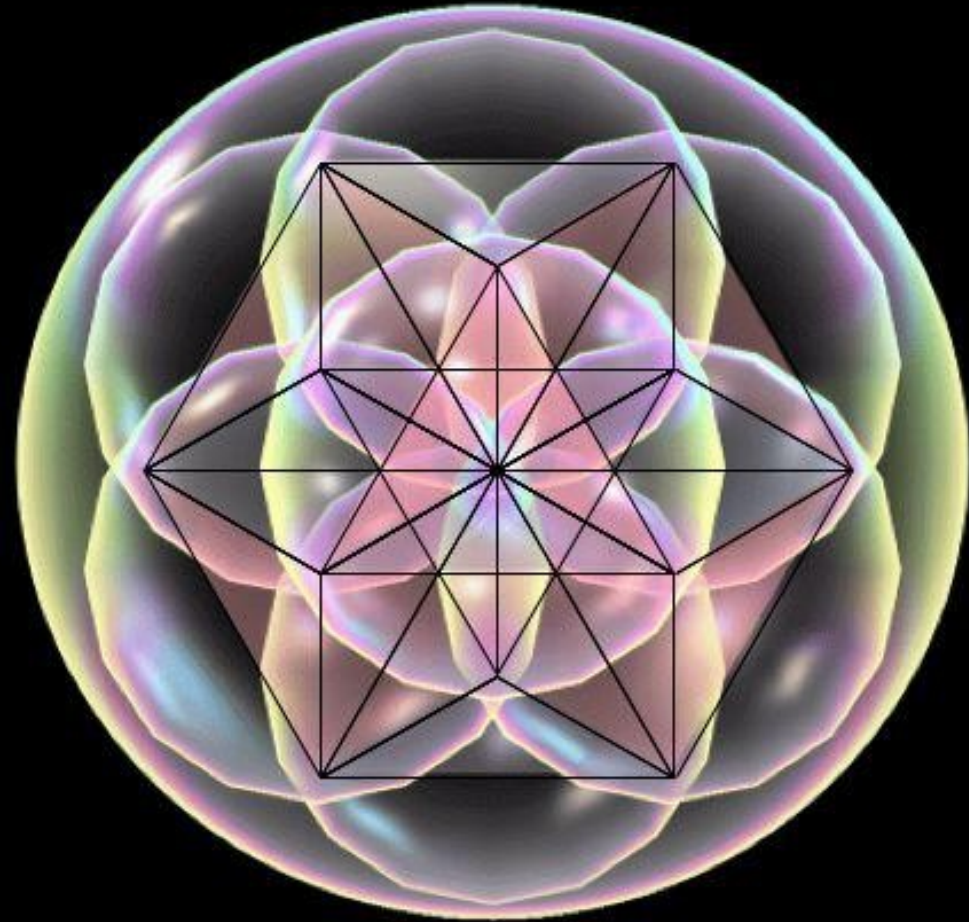


Holistic

Integrated

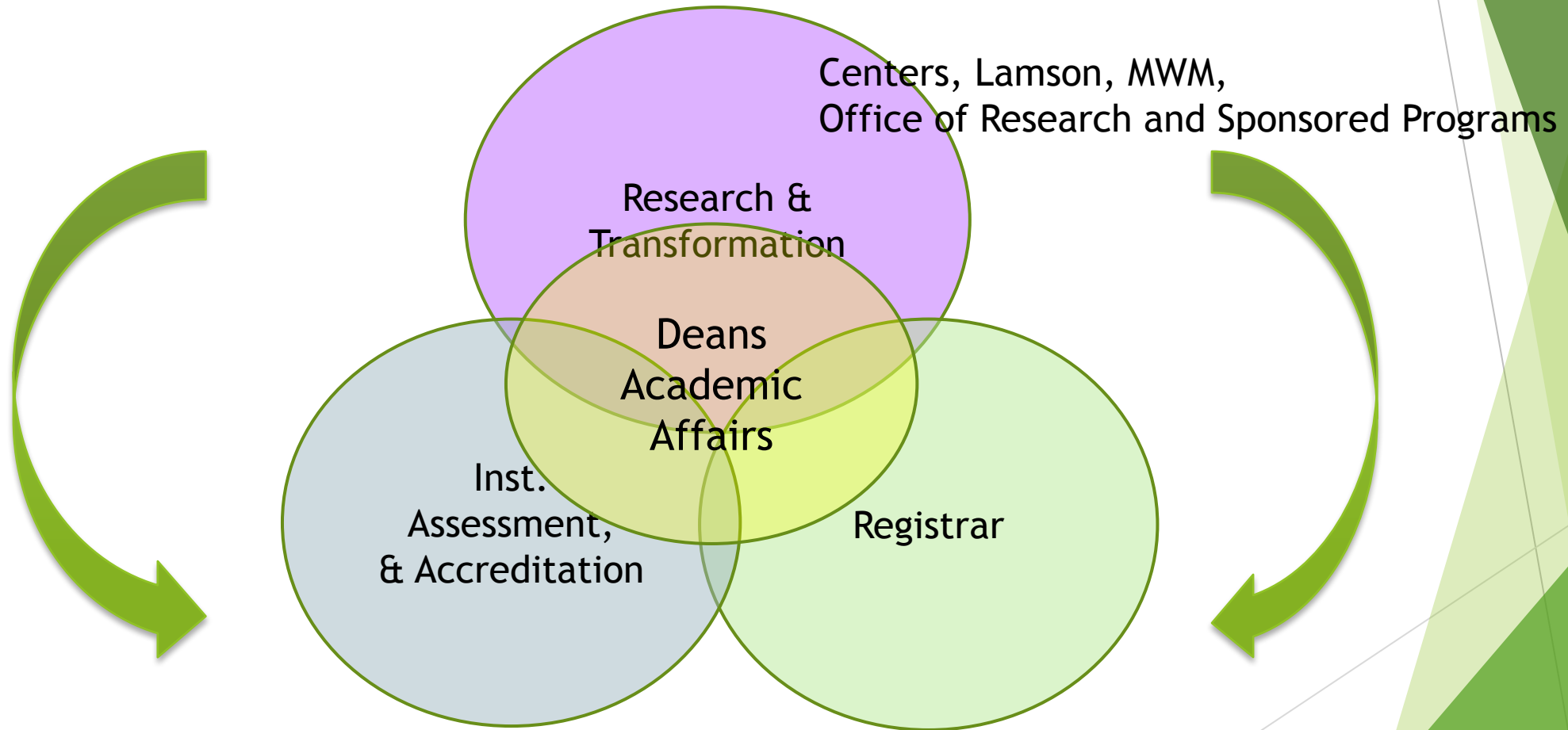
Multidimensional

Structural
System

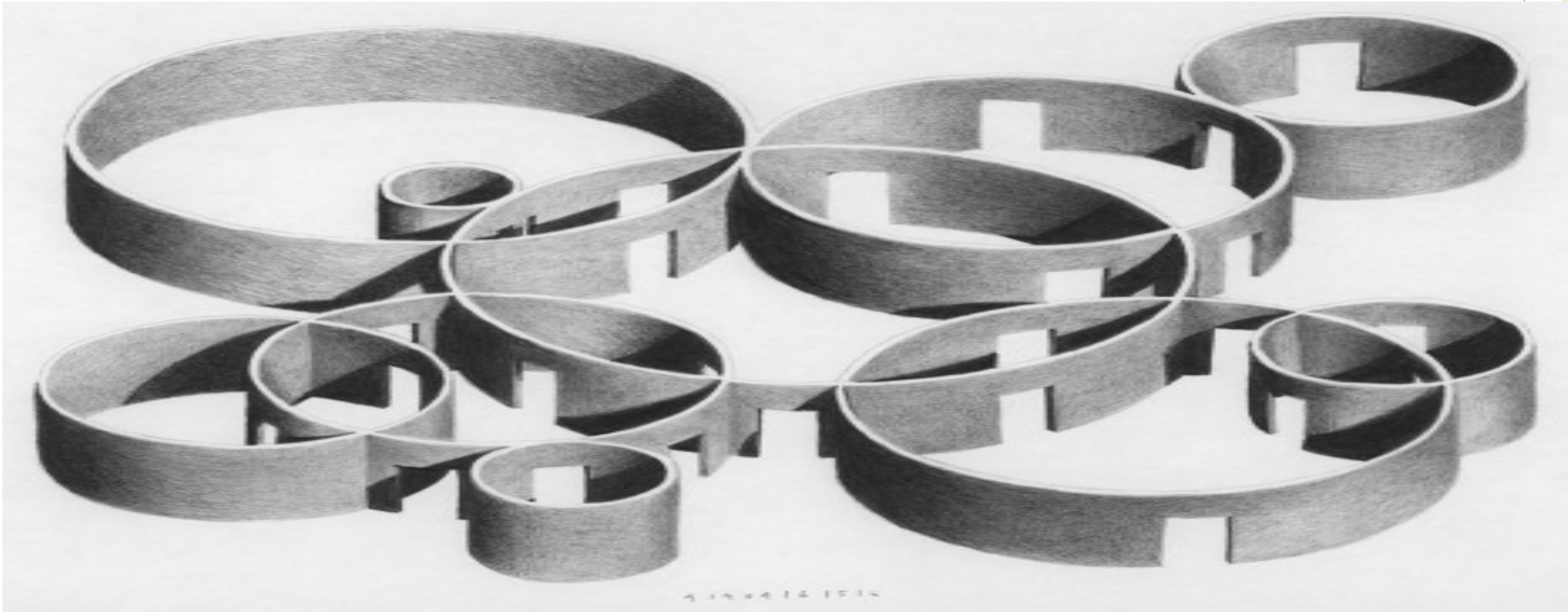


PSU Academic Affairs Summer 2016

Interconnected Support Services and Collaborative



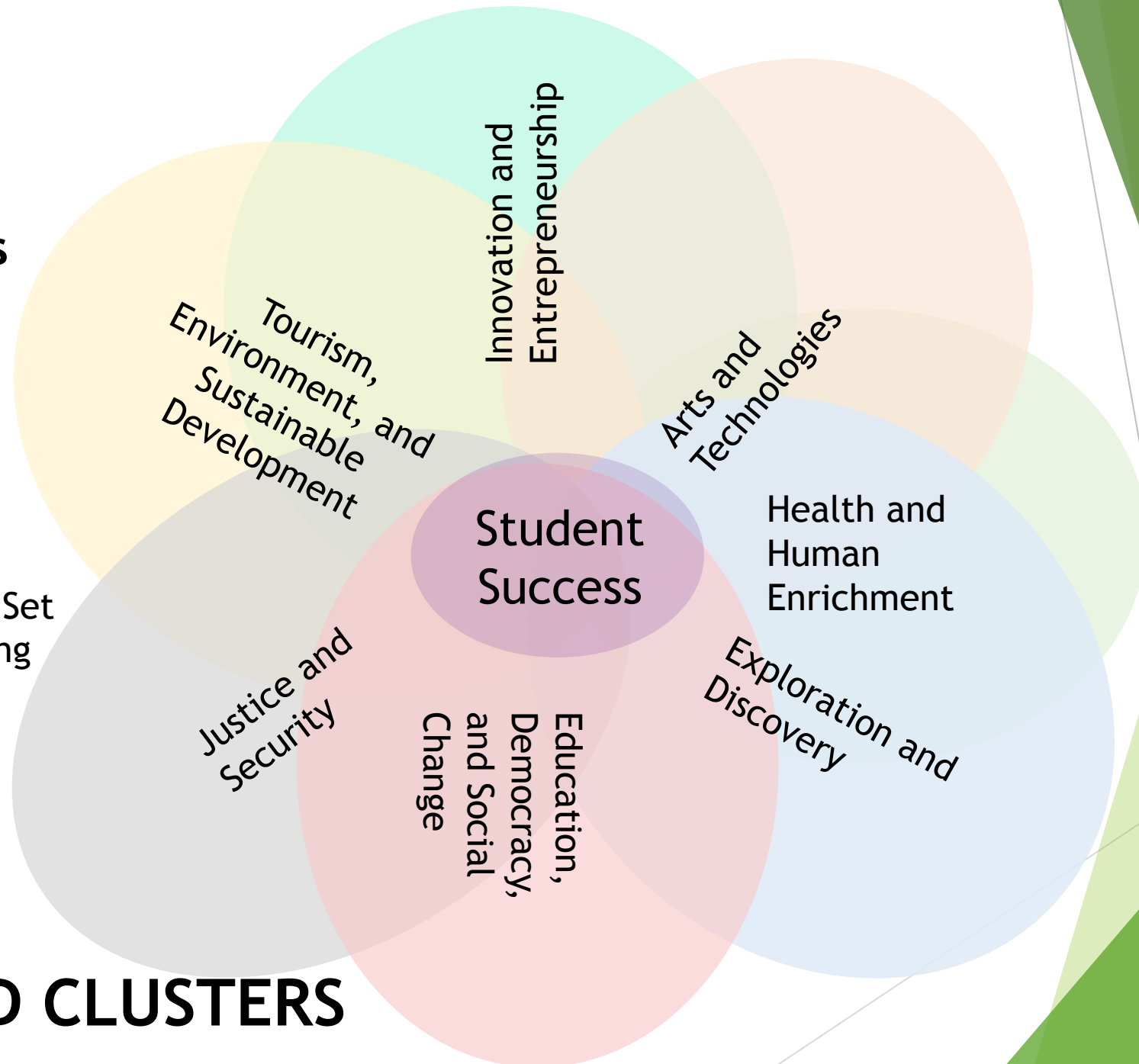
Interconnected Organization Structures seen in 3D form a base of support for Integrated Clusters



Guiding Principles

- Respect
- Transformation
- Collaboration
- Communication
- Innovation
- Creativity
- Entrepreneurial Mind-Set
- Ethical decision-making
- STEM/STEAM

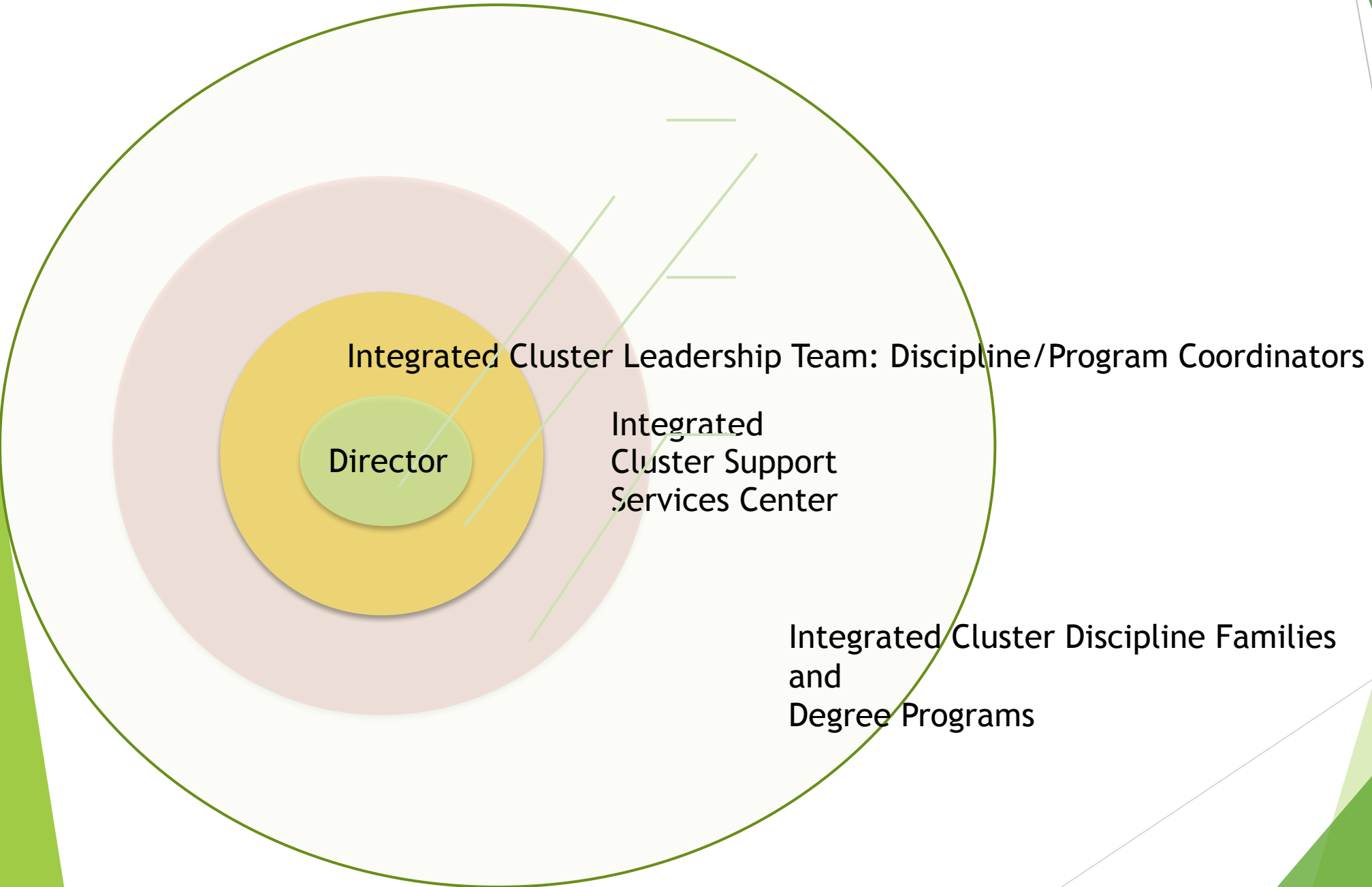
INTEGRATED CLUSTERS



Serving

- Students
- Faculty
- Staff
- Discipline Families
- Departments
- Degree Programs
- Community
- Partners
- Alumni
- Donors

First Thoughts: Individual Clusters



2nd Thoughts: Sharing Leadership and Providing Supports

Cluster A



Int. Cluster Leadership Team
Discipline/Program Coordinators
Discipline Families
Students
Degree Programs, Minors, Certificates

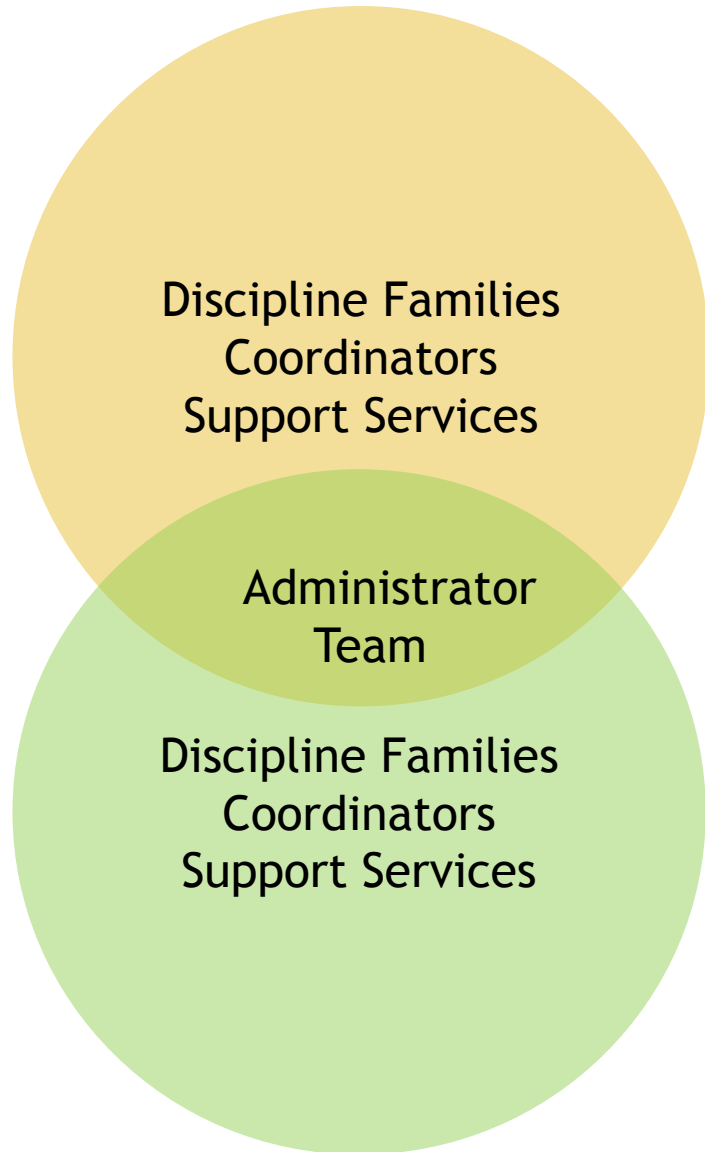
Cluster B



Int. Cluster Leadership Team
Discipline/Program Coordinators
Discipline Families
Students
Degree Programs, Minors, Certificates,

Administrator TEAM

A central diagram consisting of a large yellow circle and a smaller green oval overlapping its center. The text 'Administrator TEAM' is written in bold black font within the green oval. This central element is positioned between two large green ovals that represent Cluster A and Cluster B.



A Closer Look

***ADMINISTRATOR TEAM**

Integrated Cluster Director
Operations Manager

***Curriculum & Instruction**

Faculty Coordinator per I.C.
I.C.'s Curriculum Committee
University Curriculum committee

***I.C. Discipline/ Program Coordinators Leadership Team**

***Administrative Support Team for each Cluster**

To Be Determined

Specialists could include:

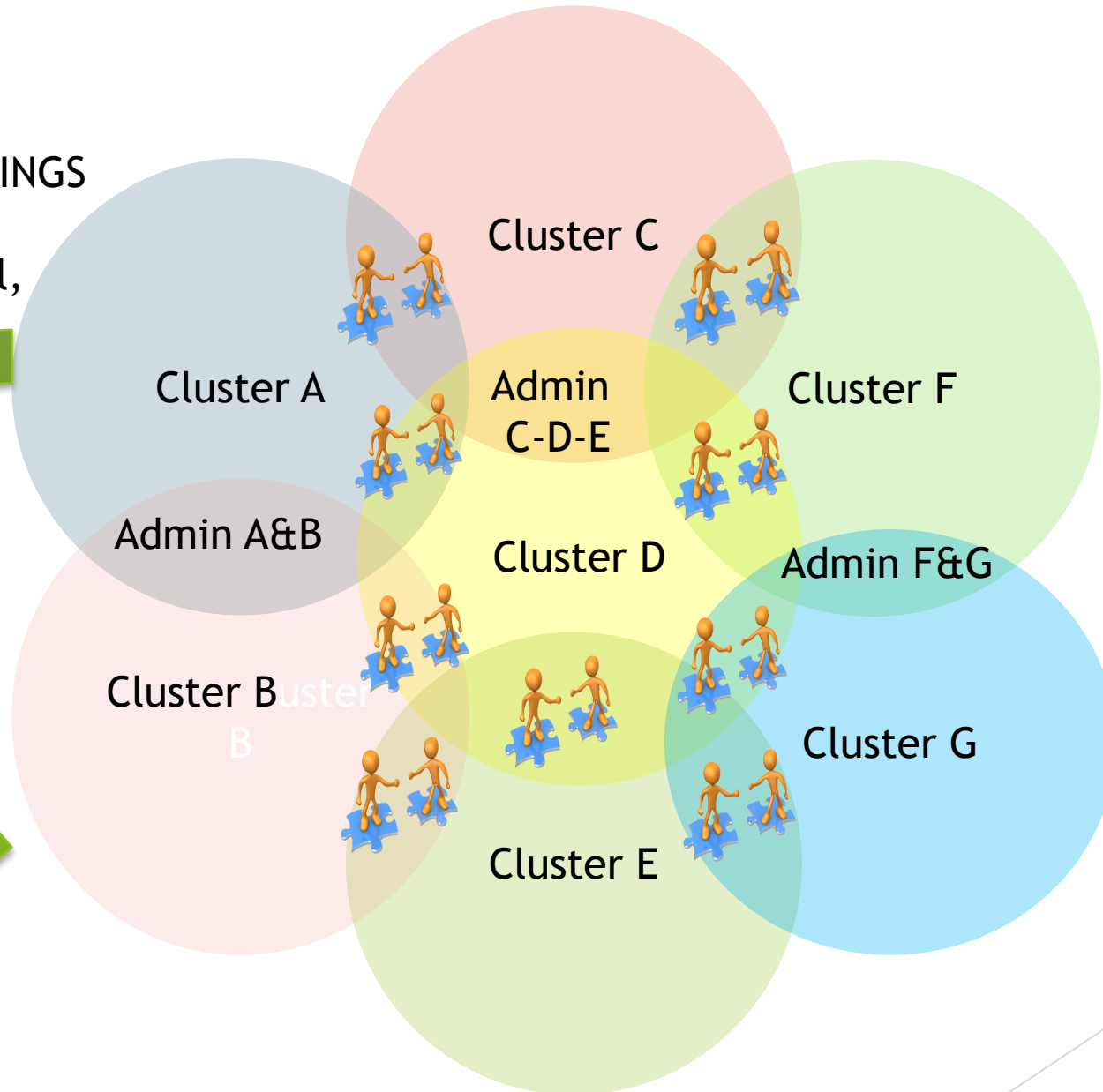
Schedule Mng

Budget Mng

Web, PR, and Communications MNG

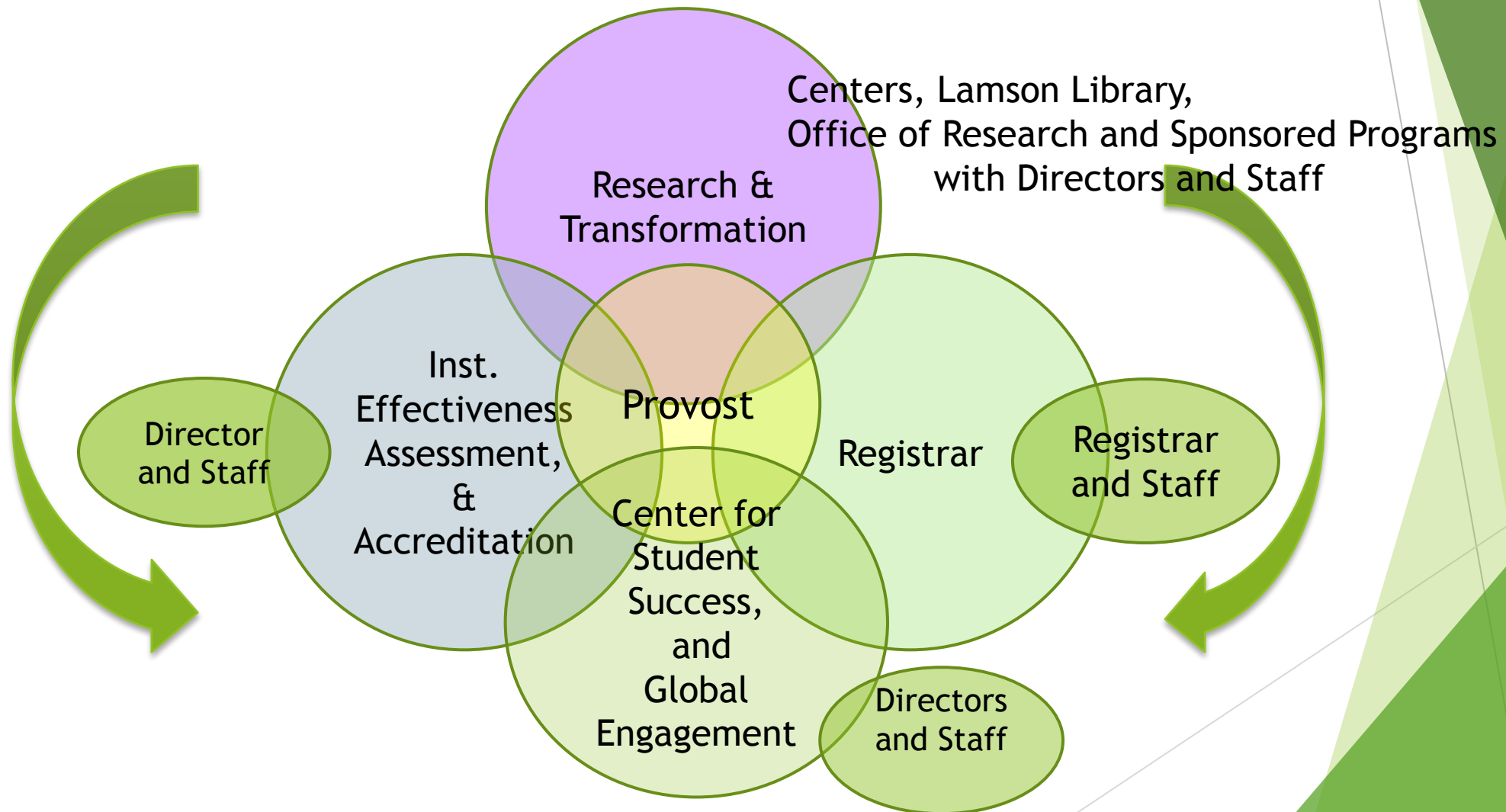
Sketching a Framework for Coming Together as Integrated Clusters

THREE
INTERSECTING
CLUSTER GROUPINGS
PROVIDE
Multidimensional,
Holistic,
Integrated
STRUCTURE:
A/B
C/D/E
F/G



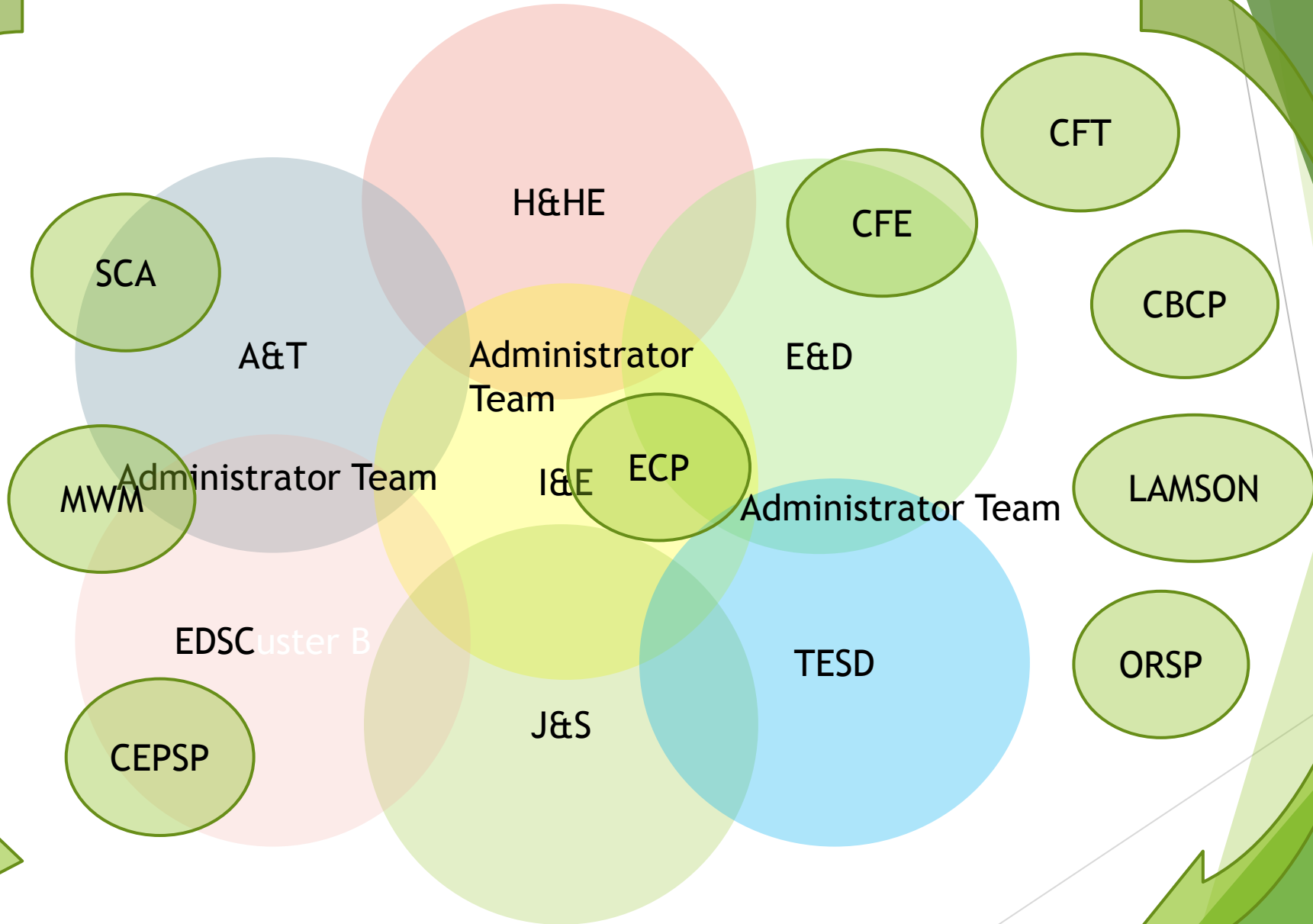
PSU Academic Affairs Future Foundation

Interconnected Support Services



SAMPLE Integrated Clusters and Centers Configuraiton

PROVOST



Integrated
Organizational
Structure

With Centers
and
Administration
Serving and
Supporting
Integrated
Clusters

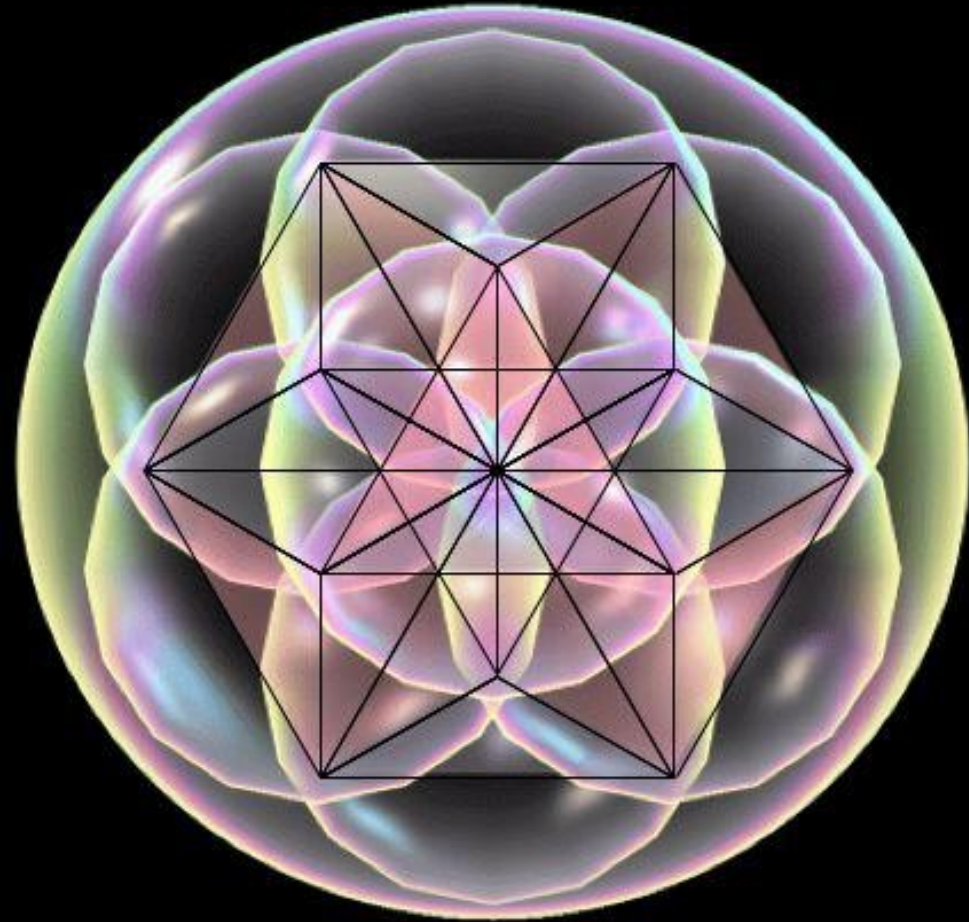


Holistic

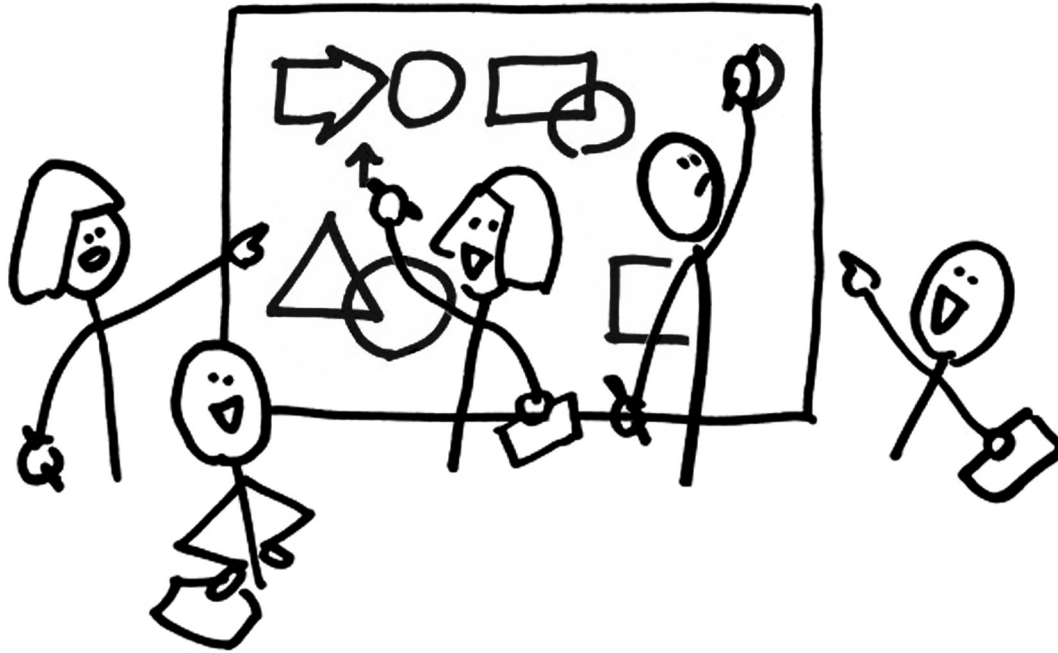
Integrated

Multidimensional

Structural
System

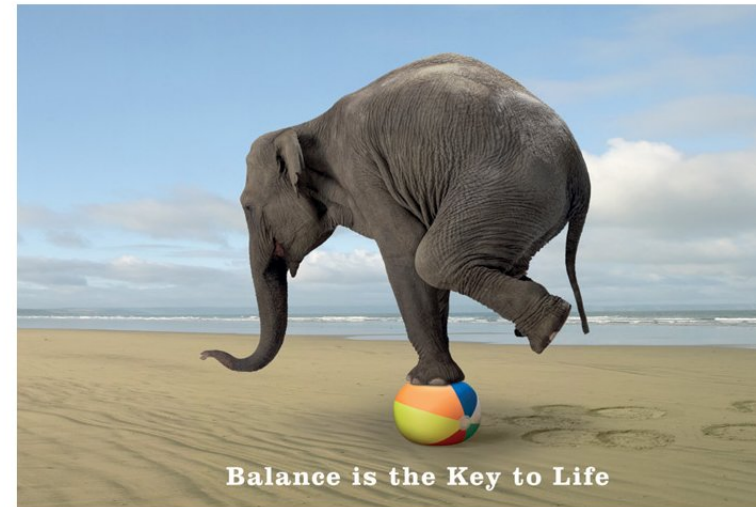


PRAGMATICS - Putting it all together - TOGETHER



Redistributing and Reorganizing Responsibilities to meet needs

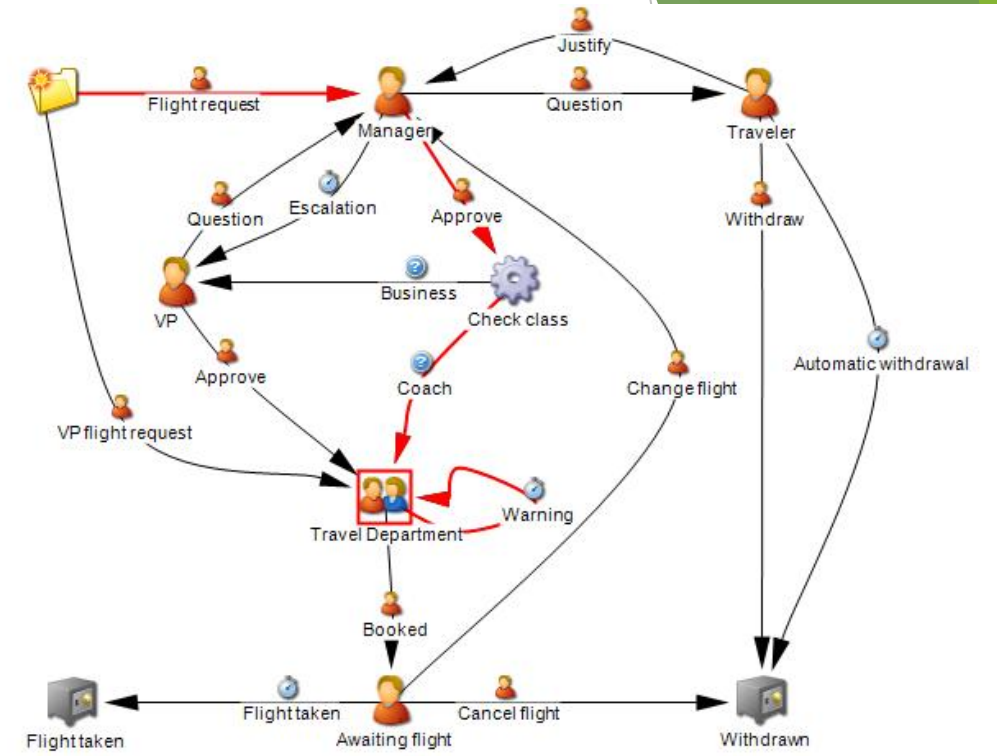
- ▶ Considerations for redistributing current responsibilities and addressing emerging needs in new structure include (*but not limited to*) :
 - ▶ Chair Responsibilities
 - ▶ Discipline/Program Coordinator responsibilities
 - ▶ Dean Responsibilities
 - ▶ New Administrator Team Responsibilities
 - ▶ Administrative support needs
 - ▶ Council and Committee needs
 - ▶ Supports of Centers and Lamson
 - ▶ Working within Shared Governance of PSU
 - ▶ Addressing Budget and Financial needs, concerns, and processes
 - ▶ Clarifying Discipline/Program
 - ▶ Addressing Faculty Evaluation and Promotion and Tenure



Process Mapping

Current review of Processes
Streamlining in progress
Efficiencies
Blockages

Adapting to new structural framework
Technological Needs and Investment
Support Services Needed
Covering essential needs and emerging needs
Increase efficiencies / Remove blockages



Curriculum Supports and Committees



- ▶ Curriculum Committees and Structure
- ▶ Discipline-Program, I.C.Cluster, I.C.Clusters, University ????
- ▶ Curriculum Management Needs, Processes, and Policies
- ▶ Supporting Curriculum Innovation
- ▶ Assuring Rigor and Integrity of Disciplines / Programs
- ▶ Planning ahead for new needs due to structural changes
- ▶ Following Governance and By-Laws

FACILITIES NEEDS

Co-Location

Re-Location

Current -Location

Renovation

Technology

Furnishings

OPEN LABS



BREAK OUT QUESTIONS

- ▶ 1. What are your thoughts about the proposed structure?
- ▶ 2 What are 3 things you like about it?
- ▶ 3. What are 3 thing you do not like about it?
- ▶ 4. Changes you would make (adding or taking away or both)?
- ▶ 5. Other ideas?
- ▶ 6. Key next steps you recommend?



Innovation, Synergy, and Teamwork



END